

**BEFORE THE BOARD OF EDUCATIONAL EXAMINERS  
OF THE STATE OF IOWA**

RECEIVED  
EXECUTIVE DIRECTOR  
BOARD OF EDUCATIONAL EXAMINERS

**In the matter of:**

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**BOEE Case No. 22-96  
Folder # 1042814**

SEP 27 2022

**Kaleigh Snyder,**

**Respondent.**

**SETTLEMENT AGREEMENT AND  
FINAL ORDER**

In accordance with the provisions of Iowa Code sections 17A.12(5) and 272.2(4) and 282 Iowa Administrative Code rule 11.4(6), and with full knowledge of the right to demand a formal hearing before the Board upon the pending complaint prior to the imposition of sanction upon her license, the Respondent expressly waives the right to a disciplinary hearing and notifies the Board of her desire to resolve the pending complaint through means of informal disposition.

The Respondent concedes the jurisdiction of the Board for all issues relevant hereto and voluntarily consents to the State's counsel presenting this agreement to the Board with the terms provided. If the Board does not accept the terms of this agreement, the disciplinary hearing will be rescheduled, and the stipulations contained herein are not binding upon the Respondent and will not be presented against her at the time of hearing without further agreement of the Respondent.

Board approval of this settlement shall constitute resolution of this matter and will be entered as a FINAL ORDER of the Board.

**STIPULATIONS**

1. Respondent holds a STANDARD LICENSE (FOLDER #1042814) with the following endorsements: 5-12 Physical Education; 5-12 Health; K-8 Physical Education; K-12 Athletic Coach; and K-8 Health. These licenses are current and will next expire on July 31, 2026. Respondent also holds a COACHING AUTHORIZATION which next expires on July 31, 2023.

2. During all material events of this case, Respondent was employed as a 5-12 Physical Education Teacher with the Des Moines Independent Community School District.

3. On May 13, 2022, the Board of Educational Examiners received a complaint against Respondent alleging a violation of the Code of Ethics.

4. On September 9, 2022, the Board found probable cause to proceed to hearing based upon the facts set forth in paragraph 6 below. A hearing in this matter was continued pending this agreement.

5. Respondent was charged with abandoning a written employment contract without prior unconditional release by the employer, in violation of 282 Iowa Administrative Code rule 25.3(5)(a)(2).

6. Investigation revealed that Respondent did abandon her contract as alleged in the complaint.

### SETTLEMENT AGREEMENT

7. This Settlement Agreement and Final Order constitutes the final resolution of a contested case proceeding and shall have the force and effect of a disciplinary order entered following a contested case hearing.

8. In order to resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

- a. Respondent accepts a WRITTEN REPRIMAND.

### LICENSEE DECLARATION

I understand that this Settlement Agreement and Final Order is subject to the approval of the Board and will have no force or effect if it is not accepted by the Board.

I understand that I have the right to be represented by counsel in this matter.

I understand State's counsel will present this Settlement Agreement and Final Order to the Board *ex parte*.

I agree to comply with the requirements set forth in the stipulations and requirements of this Settlement Agreement and Final Order and understand that my failure to do so can result in additional discipline of my license.

I understand I have an opportunity to be heard and to contest the allegations against me in a formal hearing before the Board and that by waiving the formal hearing, I waive my right to challenge the allegations against me and all attendant rights, including the right to appeal or seek judicial review of the Board's actions.

I understand that the Statement of Charges and this Settlement Agreement and Final Order are public records, which will become part of my permanent licensure file and will be available for public inspection and reproduction.

I understand that my name will be added to the national clearinghouse database kept by the National Association of State Directors of Teacher Education and Certification (NASDTEC).

9/27/2022  
Date

  
Kaleigh Snyder, Respondent


## ORDER

IT IS THE FINAL ORDER OF THE IOWA BOARD OF EDUCATIONAL EXAMINERS THAT:

1. The conduct with which Respondent has been charged constitutes a violation of the Code of Professional Conduct and Ethics governing the teaching profession. Respondent is REPRIMANDED for the charged conduct.

2. In determining the appropriate sanction to impose in this case, the Board has considered the nature and seriousness of the allegations as well as mitigating circumstances.

Dated this 14<sup>th</sup> day of October, 2022.

  
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Michael D. Cavin, Executive Director  
Iowa Board of Educational Examiners

Copies to:

Kaleigh Snyder  
RESPONDENT

Des Moines Independent Community School District  
c/o: Sheila A. Mason and Naki Allen  
COMPLAINANT

**BEFORE THE BOARD OF EDUCATIONAL EXAMINERS  
OF THE STATE OF IOWA**

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In the matter of	)	Case No. 22-96
	)	Folder No. 1042814
<b>KALEIGH SNYDER,</b>	)	
	)	<b>NOTICE OF HEARING</b>
Respondent.	)	<b>AND STATEMENT OF CHARGES</b>

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**YOU ARE HEREBY NOTIFIED** that the Iowa Board of Educational Examiners, exercising the jurisdiction conferred by Iowa Code chapters 17A and 272, has found probable cause of a violation of Board rules and ordered this matter scheduled for hearing.

**A. TIME, PLACE AND NATURE OF HEARING**

1. Hearing will be held on Thursday, November 10, 2022, before Administrative Law Judge Emily Kimes-Schwiesow acting on behalf of the Iowa Board of Educational Examiners. The hearing shall begin at 9:00 am., at the Department of Inspections and Appeals, Wallace State Office Bldg., Third Floor, 502 E. 9th Street (East 9th and Grand Avenue), Des Moines, Iowa. Please report to the main floor atrium (2nd floor) and call 515-281-6468 upon your arrival for assistance.

2. Answer. Within twenty (20) days of the date of service of this Notice of Hearing, you are required to file an Answer specifically admitting, denying, or otherwise responding to the allegations included within the Factual Allegations. In that Answer, you should also state whether you will require an adjustment of the date and time of the hearing. A copy of the Answer shall be provided by the Respondent to the Des Moines Public Schools.

3. Hearing Procedures. The procedural rules governing the conduct of the hearing are found at 282 Iowa Administrative Code chapter 11. At hearing, you may appear personally or be represented by an attorney, at your own expense. You will be allowed the opportunity to respond to the charges against you. Each party will be allowed to testify, examine and cross-examine witnesses, and present documentary evidence. If you fail to appear at the hearing, the Board may enter a default decision or proceed with the hearing and render a decision in your absence. If you need to request an alternative time or date for hearing, you must comply with the requirements of 282 Iowa Administrative Code rule 11.19.

If either party wishes to present telephonic testimony or to participate in the hearing by telephone, arrangements must be made at least ten (10) days in advance of the hearing date by filing a written request with the presiding Administrative Law Judge, Department of Inspections and Appeals, Wallace State Office Building, Des Moines, Iowa 50319, or by faxing a written request to (515) 281-4477. A copy of the request for telephonic testimony must be served on the Board and all parties. Any resistance to the request for telephone testimony must be filed within five (5) days of service of the notice.

4. Pre-hearing conference. Either party may request a pre-hearing conference to discuss evidentiary issues related to the hearing. The Board rules regarding pre-hearing conferences are found in 282 Iowa Administrative Code rule 11.18.

5. Prosecution. The Complainant is responsible for prosecuting and representing the public interest (the State) in this proceeding. Pleadings shall be filed with the Board and copies should be provided to the Complainant at the following address:

Matt Smith, Superintendent  
Des Moines Public Schools  
2100 Fleur Dr.  
Des Moines, Iowa 50321

6. Communications. You may not contact Board members by phone, letter, facsimile, e-mail, or in person about this Notice of Hearing or the pending charges. Board members may only receive information about the case when all parties have notice and an opportunity to participate, such as at the hearing or in pleadings you file with the Board office and serve on all parties in the case. You should direct any questions about this proceeding to Michael Cavin, the Board's Executive Director, at (515) 281-5849.

## **B. SECTIONS OF STATUTES AND RULES INVOLVED**

### **Count I**

7. Respondent is charged with abandoning a written professional employment contract without prior unconditional release by the employer, in violation of Board rule 282 Iowa Administrative Code rule 25.3(5)(a)(2).

## **C. JURISDICTION AND LEGAL AUTHORITY**

8. The Board has jurisdiction in this matter pursuant to Iowa Code chapters 17A and 272. If any of the allegations against you are proven at hearing, the Board has authority to take disciplinary action against you under Iowa Code chapters 17A and 272, and 282 Iowa Administrative Code chapter 11.

## **D. FACTUAL CIRCUMSTANCES**

9. Respondent holds a STANDARD LICENSE (FOLDER # 1042814) with the following endorsements: 5-12 Physical Education; 5-12 Health; K-8 Physical Education; K-12 Athletic Coach; and K-8 Health. This license is current and will next expire on July 31, 2026. Respondent also hold a COACHING AUTHORIZATION which next expires on July 31, 2023.

10. Respondent was hired by the Des Moines Public Schools to serve as a Teacher.

11. Respondent signed a contract for the 2021-22 school year. On November 18, 2021, Respondent resigned effective February 25, 2022. Respondent was advised that her

resignation would not be accepted. Respondent has not appeared to teach as required by her contract.

12. On May 13, 2022, the Board of Educational Examiners received a complaint against Respondent alleging various violations. On September 9, 2022, the Board found probable cause to proceed to hearing based upon the facts set forth herein and delineated in further detail within the complaint and investigation file compiled by the Board.

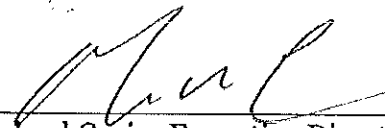
13. Investigation revealed that Respondent did abandon her contract as alleged in the complaint.

14. Respondent did not obtain a release from Des Moines Public Schools prior to Respondent's resignation, as required by 282 Iowa Administrative Code rule 25.3(5)(b)(1), and did not provide notice to the employing board in accordance with 282 Iowa Administrative Code rule 25.3(5)(b)(2).

#### **E. SETTLEMENT**

15. This matter may be resolved by surrender of your license or an agreement to accept a lesser sanction. The procedural rules governing the Board's settlement process are found at 282 Iowa Administrative Code rule 11.4(6). If you are interested in pursuing settlement of this matter, please contact the Complainant identified in Section A, above.

Dated this 15<sup>th</sup> day of September, 2022.

  
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Michael Cavin, Executive Director  
Iowa Board of Educational Examiners

Copies to:

Kaleigh Snyder (first-class mail and certified mail)  
RESPONDENT

Des Moines Public Schools (electronic mail)  
COMPLAINANT